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CC:

Date: Fri, 3/28/2014 11:07:44 PM

Subject: RE: Follow up to Comp discussion

I concur, best Peter

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Sent: Friday, March 28, 2014 12:52 PM

To: 'Frederick Arnold' (fred@chatworthadvisors.com); 'Iosif Bakaleynik Contact'; 'ehbarak1@gmail.com'; Jason Epstein; Intrater Andrew; 'Musetti Marco' (Renova Management); 'Frank Puleo' (fpuleo@gmail.com); 'Robert Machinist'; Peter Gleysteen

Subject: Follow up to Comp discussion

Gentlemen,

As a follow up to our Executive Session discussion on compensation, I am attaching a revised 2014 bonus plan for Steve and Oliver. Andy, Fred and I are in agreement on this page.

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